

CNP MONTHLY UPDATE

Admirals,

Just returned from a super visit with Sailors in the Navy Counselors Association during their annual symposium. A determined group of men and women committed to raising the bar on manpower readiness and providing spot-on career information to their shipmates. Very busy time of the year; here are few updates in the manpower and personnel business that will be of interest to you and your team.

High Year Tenure Revision: Look for NAVADMIN to be released after the 4 July holiday that will revise High Year Tenure (HYT) limits for E4 and E6 to 10 and 20 years respectively to ensure continued healthy promotion opportunity for rising career-minded Sailors. Initiative will be phased in to minimize impact to affected Sailors. Today's healthy opportunity, coupled with gains in Top Six, indicate we are where we need to be for a steady-state promotion climate. We need to scale back HYT limits and tighten waiver requirements across all pay grades to ensure fairness and balance as we strive to provide healthy promotion opportunity for both today's and tomorrow's career-minded Sailors. Will release a "Personal For" message to commanders early next week to help them communicate the strategy behind this initiative to their people.

Recruiting update: Your continued success in retention and reducing attrition has further lowered the accession goal for FY02. Recruiting Command has taken advantage of this strategic opportunity by continuing to raise the bar on quality -- this year, we will achieve 92% high school diploma grads (HSDGs), up from 90% last year. More than 65% of our new recruits will be in the upper mental groups, up from 63% last year. This is significant because multiple studies have shown that higher quality recruits have significantly lowered attrition both in boot camp and in the Fleet. We plan to shoot for 93-94% HSDGs in FY03. Recruiters and classifiers have also done a superb job this year of filling each of our highest priority ratings. Bottom line: Navy Recruiting has made accession goals and new contract objective for 10 consecutive months, and is poised this afternoon to continue that record for June - 11 consecutive months.

Reenlistment and Attrition Update: We continue to surpass the rates we saw at this time last year in both areas. FY02 reenlistment rates continue to improve in all zones. Specifically, zone A (<6 YOS): 68.5 percent (+8.2 points), zone B (6-10 YOS): 77.7 percent (+9.3 points), and zone C (10-14 YOS): 87.9 percent (+3.3 points). Zones A & B are above CNO's goals for 2002 and zone C is slightly below. Cross-section attrition rates in all zones are slightly lower than last month and remain below the levels of the past two years.

Mobilization update: We have made great progress in demobilization to the 7,000 target. There are 8,347 Reservists on active duty and 1,491 Reservists are out-processing through the Navy Mobilization Processing Sites. We will get below 7,000 mobilized reservists, though a number of demobilized Reservists may still be on terminal leave as of 30 JUN. We anticipate a steady reduction of mobilized Reservists throughout FY 03 that will result in approximately 2,500-3,000 Reservists remaining on active duty at the end of FY 03.

Enlisted workforce project: NAVADMIN 180/02

<http://www.bupers.navy.mil/navadmin/nav02/nav02180.txt> addressed the study CNA is about to undertake that will provide us the data we need to ensure our training pipelines teach Sailors skills that match what the Fleet needs those Sailors to perform. Leadership is vital to making this study successful: Sailors need to know it's their input that will drive future Navy training. Appreciate your help to ensure our Sailors understand the importance of the surveys and provide meaningful input.

HR Community Update: Met with several leaders of the community last week. Motivated group of officers with critical manpower, training and recruiting skills. The complexity and importance of the human resource field demands a dedicated cadre of experts who are singularly dedicated to this business. If given the opportunity to have an HR professional serve on your staff, I encourage you to utilize their talents. They can make a real difference on your team.

TSP Update: Second open season enrollment period is here and runs until 31 JUL. Sailors can invest from one to seven percent of their basic pay and up to 100 percent of bonus, special or incentive pay in their own TSP account within IRS limits. 73,921 Sailors have already enrolled in the program; aggressive education program is the key for commands with high enrollments. For more information on TSP, click on <<http://www.tsp.gov/>>.

CSB/Redux: Latest data shows 10.3 percent of eligible officers and 28.5 percent of eligible enlisted members in the Navy have elected the Career Status Bonus (CSB) and REDUX Retired Pay system since we began offering the program. That's still a lot of people accepting an immediate financial sum in exchange for potentially reduced retirement earnings. Our people are entitled to reconsider until they reach their CSB Election Effective Date, which is typically their 15th anniversary of active duty. Please encourage your people to do their research. CNA suggests considering CSB an early cash-out "loan" with an implicit interest rate of 10.4 percent (for an E-6) to be paid back later by smaller retirement paychecks that could lose \$193,630 after-tax retirement income. Eligible members are strongly encouraged to discuss their alternatives with a financial advisor and use these helpful web resources:

<http://www.staynavy.navy.mil> and <http://www.persnet.navy.mil>

Project SAIL: The PERS-40 web site

<<http://www.persnet.navy.mil/pers40/frame.htm>> is an excellent planning tool for Sailors throughout the Fleet. From that site a Sailor can check the status of a conversion package by accessing a link into the PERS-8 database as well as access its rating Web page. Sailors can also plan a face to face visit with their detailers by checking the dates and locations of upcoming detailer trips. From master chiefs looking for news in their rating to undesignated seamen researching prospective ratings, the information is only a click away.

Navy Substance Abuse Program: The Navy's Alcohol and Drug Abuse Prevention (NADAP) Summit was held last week in Millington. It brought together 96 Alcohol and Drug Control Officers and CMCs from around the fleet to focus on prevention efforts. Although there have been 500 fewer drug positives this year compared to the same period last year,

RADM Hoewing challenged the group to reduce the incident of drug abuse by "orders of magnitude." He said 4000 Sailors testing positive is unacceptable even if the overall "positivity rate" is going down. The group discussed strategies and shared best practices in reducing abuse. Customer Service Center Update. 1-866-U-ASK-NPC is handling 200 plus and increasing daily phone calls and 40-60 e-mail/internet requests. Every active duty Sailor has their own self-service web account that utilizes the same daily growing knowledge base that supports the Service Center agents. These accounts can be accessed at <<http://www.staynavy.navy.mil/>>.

Spouse Employment Career Accelerator Program Update: More than 244 Navy and Marine Corps spouses have already registered for assistance and 89 have been placed through the programs in Quantico and NAS Jacksonville. Eleven Fleet and Family Service Centers will be introduced to the program 15 JUL, 20 in SEP, and the remaining 21 centers by 30 NOV. There are currently no plans to implement this program overseas due to Status of Forces Agreements.

Navy on Safari in Orlando: Seven Navy families are just days away from enjoying their Orlando adventure..."Saluting Sailors and Their Families" style! A pool party at Orlando's Renaissance Resort Hotel and a different amusement park each day of their weeklong stay will surely be the start to a terrific summer vacation for these families! Also, Navy Marine Corps News has just committed to cover this trip as part of an overall story on Navy MWR. Next up: "Holiday on the High Seas." See www.mwr.navy.mil for more details.

Conclusion: Your efforts in the areas of reenlistment and attrition have produced phenomenal results. Thanks to these efforts, we are now able to focus on fine-tuning the shape of our force. As we enter this period, some Sailors in over manned ratings may face competition for reenlistment and be asked to consider conversion to undermanned ratings. Your input and guidance to them will be crucial. What will not change in our strategy is our commitment to providing healthy opportunity and options to our superb men and women. Your feedback to me is key. Let me know if we're on the mark by contacting me at p00@bupers.navy.mil. Our bottom line: when your commands are asked to go into harm's way to support the war on terrorism, they will continue to have the skilled and dedicated manpower it takes to fight and win.

All the best and very respectfully,
Norb Ryan Jr.